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ABSTRACT

This is the eleventh in a series of biannual surveys of Texas public school teachers. The study began in 1980 to form a database of demographic information on Texas teacher characteristics. A sample of teachers was selected using a computerized systematic sample from the 80,000 members of the Texas State Teachers Association. The survey was conducted in February 2000. Questionnaires were mailed to 710 teachers, with a return rate of 43 percent. The average Texas teacher was a 40-year-old female making a $35,178 salary, was married with a working spouse, had a bachelor's degree, was the breadwinner, taught elementary school in an urban district, and had 10 years of experience with 43 percent of her fellow teachers seriously considering leaving the profession. About 42 percent of the teachers worked in the summer making $2,527, and 28 percent moonlighted during the regular school year making $4,720 while working 11.6 hours per week. About 88 percent of the teachers paid health insurance in the amount of $120 monthly. Nearly 80 percent of the teachers believed that moonlighting was detrimental and wanted to quit. (Author/SM)

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TEXAS TEACHERS, MOONLIGHTING, AND MORALE: 1980-2000

by

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ABSTRACT

This is the eleventh in a series of biannual surveys of Texas public school teachers. The study began in 1980 to form a database of demographic information related to characteristics of Texas teachers. A sample of Texas teachers was selected using a computerized systematic sample from a population of 80,000 members of the Texas State Teachers Association. The survey was conducted in February of 2000 when questionnaires were mailed to 710 teachers. The study had a return rate of 43% (291 of 680) with 30 bad/wrong addresses.

The average teacher in Texas is a 40 year-old female, making a $35,178 salary, is married with a working spouse, has a bachelor's degree, is the breadwinner, teaches elementary school in a urban district, has 10.0 years of experience with 43% of her fellow teachers seriously considered leaving the profession. Forty-two percent of the teachers surveyed work in the summer making $2527, and 28% moonlight during the regular school year making $4720 while working 11.6 hours per week. Eighty-eight percent of the teachers pay health insurance in the amount of $120 monthly. The teacher believes that moonlighting is detrimental (78%) and would like to quit.

SAM HOUSTON STATE UNIVERSITY
A Member of The Texas State University System
Department of Curriculum and Instruction
Huntsville, Texas 77341 (409) 294-1146

February 2000

Dear Texas Teacher:

The enclosed survey is a continuation of the 1980-1998 statewide 11th biannual study entitled "**Teachers, Moonlighting, and Morale**" that in past years has gained state and national attention in the news media.

In cooperation with the Texas State Teachers Association, you were chosen at random to participate in this study from a list of approximately 80,000 teachers. It is very important that you return the survey in the provided self-addressed, stamped envelope so that the results can be shared with the Texas Legislature, TSTA, and the news media in April.

- Circle only <u>one answer</u> per question or fill in <u>every blank</u> (estimate answers)
- If you have a <u>second job</u> during the school year, also answer the <u>extra</u> questions.
- Add <u>comments</u> on the back of the survey if you wish to contribute an opinion.
- Please return the survey <u>today</u>!!!

Thanks for your valuable time.

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Returning this survey implies informed consent.

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Table 1

TEACHERS, MOONLIGHTING, AND MORALE--2000

DIRECTIONS: Please circle or answer all items that apply to you. Add comments on the back if you wish.

1. What is your age?..... Years_____
2. What is your sex?..... Male Female
3. What is your marital status?..... Married Single Other
4. If married, does your spouse work?..... Yes No NA
5. What is your highest degree?..... Bachelor Master Doctor
6. Are you the major bread winner in your household?..... Yes No Equal
7. What is the worst problem in your school? (Other? _____)..... Drugs Discipline Paperwork Safety
8. In what type of district do you teach?..... Urban Suburban Rural
9. What grade level do you primarily teach?..... K-5 6-8 9-12
10. How many years have you taught in the public schools?..... Years_____
11. What is your current teaching salary per year?..... $_____
12. Are you seriously considering leaving the teaching profession?..... Yes No
    If yes, why are you considering leaving?..... _____
13. How is the quality of teaching at your school compared to five years ago?..... Better Worse Same
14. What type of computer do you have at home?..... None Macintosh Windows/PC
15. What type of computer do you have in your classroom? ..... None Macintosh Windows/PC
16. Are you in favor of the recertification of teachers?..... Yes No No Opinion
17. Do you have health insurance with the school district?..... Yes No
18. How much do you pay per month out-of-pocket for the health insurance?..... $_____ None
19. How many hours per week spent outside of class on school related work?..... Hours_____
20. Do you have adequate time to prepare and teach?..... Yes No
    If No, what changes could be made? (Please write on the back.)
21. Is social promotion a serious problem at your school?..... Yes No
    If Yes, circle on a 1-----5 scale: (1 = no problem, 5 = serious problem)..... 1 2 3 4 5
22. Do you have an extra job during the summer?..... Yes No
23. How much extra do you earn during the summer?..... $_____ None
24. Do you have an extra (moonlighting) job during the regular school year
    to supplement your teaching salary?..... Yes No

*****If your answer to Question #24 is yes, please answer the following questions.*****

25. How much extra money do you earn during the regular school year?..... $_____
26. How many hours per week during the regular school year do you
    spend working at the moonlighting job?..... Hours_____
27. Do you feel that the quality of your teaching would improve if you
    did not have a second job during the regular school year?..... Yes No
28. Would you quit the second job if your teaching salary would enable
    you to give up moonlighting during the school year?..... Yes No
29. How large a raise in your teaching salary would you require to enable
    you to quit moonlighting during the regular school year?..... $_____
30. What is your extra job during the school year? (Please give a job title)..... _____

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Table 2
Survey of Texas Teachers

Characteristics	1980	1982	1984	1986	1988	1990	1992	1994	1996	1998	2000
Average Salary	$14,113	$17,351	$20,259	$24,601	$26,161	$26,838	$28,444	$30,395	$33,134	$34,572	$35,178
Average Age	38.6	39.2	41.2	41.3	43.0	42.5	43.6	43.0	45.5	44.9	40.2
Sex: Male	20%	20%	15%	18%	16%	15%	17%	16%	14%	15%	20%
Female	80%	80%	85%	83%	84%	85%	83%	84%	86%	85%	80%
Married	77%	75%	75%	77%	73%	74%	73%	73%	76%	73%	60%
Spouse Works	70%	70%	66%	72%	67%	70%	73%	68%	76%	72%	59%
Degree: Bachelor	64%	63%	55%	50%	53%	53%	60%	57%	56%	58%	69%
Master	36%	37%	44%	49%	47%	47%	39%	42%	43%	41%	30%
Major Breadwinner	40%	40%	40%	39%	43%	41%	46%	42%	42%	40%	51%
Consider Leaving	38%	37%	40%	42%	38%	45%	35%	38%	44%	40%	43%
Districts: Urban	41%	43%	43%	46%	38%	42%	41%	40%	40%	35%	45%
Suburban	33%	37%	39%	37%	40%	40%	37%	41%	39%	44%	41%
Rural	27%	20%	18%	17%	22%	18%	22%	19%	21%	21%	14%
Grade Taught: K-5	51%	50%	46%	52%	52%	51%	53%	47%	50%	54%	47%
6-8	20%	20%	24%	23%	23%	25%	27%	29%	21%	22%	26%
9-12	29%	30%	30%	26%	25%	24%	21%	24%	29%	24%	27%
Years Experience	11.8	12.1	13.7	14.3	15.4	14.9	14.4	14.8	16.7	16.2	10.0
Extra Job in Summer	30%	36%	34%	31%	29%	32%	30%	33%	36%	35%	42%
Summer Earnings	$1252	$2076	$2205	$1891	$2480	$2087	$2221	$2391	$3035	$2526	$2527
Moonlight	22%	29%	26%	23%	20%	21%	22%	23%	30%	34%	28%
Moonlight Detrimental	64%	69%	70%	50%	66%	61%	65%	73%	63%	63%	78%
Moonlight Earnings	$2799	$3189	$3615	$3522	$4627	$4329	$3552	$3533	$4504	$3340	$4720
Moonlight Hours Weekly	13.6	11.9	14.4	12.8	10.4	11.6	11.1	12.0	10.8	11.5	11.6
Quit Moonlighting	75%	75%	82%	61%	78%	73%	72%	78%	64%	77%	85%
Raise to Quit Moonlighting	$3399	$4750	$5000	$3921	$4914	$4891	$5167	$5597	$5893	$6295	$7604
Quality of Teaching (Better)	*	*	*	*	37%	39%	43%	43%	39%	38%	39%
Health Insurance	*	*	*	*	*	82%	82%	78%	84%	88%	88%
Average Pay for Insurance	*	*	*	*	*	$108	$144	$150	$126	$144	$120
Social Promotion a Problem	*	*	*	*	*	*	*	*	54%	55%	91%
Hours Outside Classroom	*	*	*	*	*	*	*	*	12.1	13.3	13.8
Adequate Time to Prepare	*	*	*	*	*	*	*	*	41%	36%	37%
Favor Recertification	*	*	*	*	*	*	*	*	*	9%	18%
Worst Problem : Discipline	*	*	*	*	*	*	*	*	*	51%	57%
Paperwork	*	*	*	*	*	*	*	*	*	35%	39%
Computer at Home (None)	*	*	*	*	*	*	*	*	*	21%	15%
Macintosh	*	*	*	*	*	*	*	*	*	23%	12%
PC/Windows	*	*	*	*	*	*	*	*	*	56%	73%
Computer in Classroom (None)	*	*	*	*	*	*	*	*	*	18%	11%
Macintosh	*	*	*	*	*	*	*	*	*	50%	42%
PC/Windows	*	*	*	*	*	*	*	*	*	32%	47%

Note: Responses in percentages are a "YES" answer.
State Survey by: Dr. David L. Henderson (Sam Houston State University) and Travis W. Henderson (Windham School District) Huntsville, Tx. for the TSTA.

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Table 3
Reasons for Leaving

Reason	1980	1982	1984	1986	1988	1990	1992	1994	1996	1998	2000
Money	46%	50%	41%	17%	23%	24%	17%	25%	21%	26%	26%
Working Conditions •Stress •Burnout •Paperwork •Hassles	27%	24%	31%	68%	53%	57%	51%	44%	39%	41%	44%
Students •Discipline •Motivation •Academics	14%	13%	4%	3%	3%	2%	7%	15%	8%	5%	4%
Retiring	5 %	6%	14%	12%	15%	13%	16%	9%	28%	22%	10%
Industry	3 %	4%	6%	0%	3%	4%	4%	1%	1%	2%	6%
Others	5%	3%	6%	0%	3%	0%	5%	6%	3%	4%	10%

1980 Number Leaving (106); Reasons (140); 319 of 417 Returns (70%)
1982 Number Leaving (119); Reasons (140); 319 of 495 Returns (65%)
1984 Number Leaving (132); Reasons (138); 332 of 474 Returns (70%)
1986 Number Leaving (137); Reasons (133); 329 of 510 Returns (65%)
1988 Number Leaving (133); Reasons (163); 353 of 529 Returns (67%)
1990 Number Leaving (179); Reasons (248); 402 of 593 Returns (68%)
1992 Number Leaving (126); Reasons (157); 375 of 591 Returns (63%)
1994 Number Leaving (127); Reasons (160); 361 of 582 Returns (62%)
1996 Number Leaving (109); Reasons (117); 289 of 574 Returns (51%)
1998 Number Leaving (125); Reasons (138); 312 of 664 Returns (47%)
2000 Number Leaving (127); Reasons (142); 291 of 680 Returns (43%)

Table 4
Moonlighting Jobs for Teachers

JOB TITLE	1980	1982	1984	1986	1988	1990	1992	1994	1996	1998	2000
School Related	37%	42%	34%	24%	41%	41%	51%	50%	44%	41%	42%
Services	19%	22%	28%	6%	12%	20%	25%	11%	19%	21%	17%
Sales/Bookkeeping	27%	25%	25%	44%	34%	14%	13%	21%	20%	23%	29%
Agriculture	5%	8%	6%	1%	5%	2%	0%	9%	9%	3%	3%
Music/Artistic	9%	3%	7%	15%	8%	11%	8%	9%	8%	5%	9%
No Comment	3%	0%	0%	10%	0%	12%	3%	0%	0%	13%	0%
Total Number Jobs	64	78	101	71	76	82	71	76	75	106	76

Table 5
Differences in Texas Teachers--2000

MEN		WOMEN
43.0	Age	39.3
10.0	Years Experience	10.0
$36,334	Salary	$34,892
$165	Health Insurance	$110
$2629	Summer Job Money	$2497
$6621	Moonlighting Job Money	$4062
15.3	Extra Hours Outside School	13.3
60%	Consider Leaving	38%
68%	Bread Winner	44%
37%	Moonlighting Job	25%
48%	Summer Job	26%
49%	Spouse Works	62%

Grade Level Teaching for Males: Elementary (30%)
Junior HS (30%)
High School (40%)

Table 6
Typical Moonlighting Jobs

Counselor
Farmer
Rent houses
Air Force Reserve
Antique shop
Office Administrator
Artist
Lawn care
Cabinet maker
Sales clerk
Teach night school
Church choir director
Coach
College instructor
Army Reserve
Newspaper delivery
Tutor
Service manager
Minister
Waitress
Cake designer
Child care
Sales representative
Contract writer
Crafts
Cosmetic sales
Church organist
Staff development
Director Chinese/American school
Cosmetologist
Concierge
Bus driver
Stuff envelopes
Telemarketing
Test administrator
Realtor
Photographer
Seamstress
Stock trader
Massage therapist
Escort service

Figure 1
Average Salary of Texas Teachers

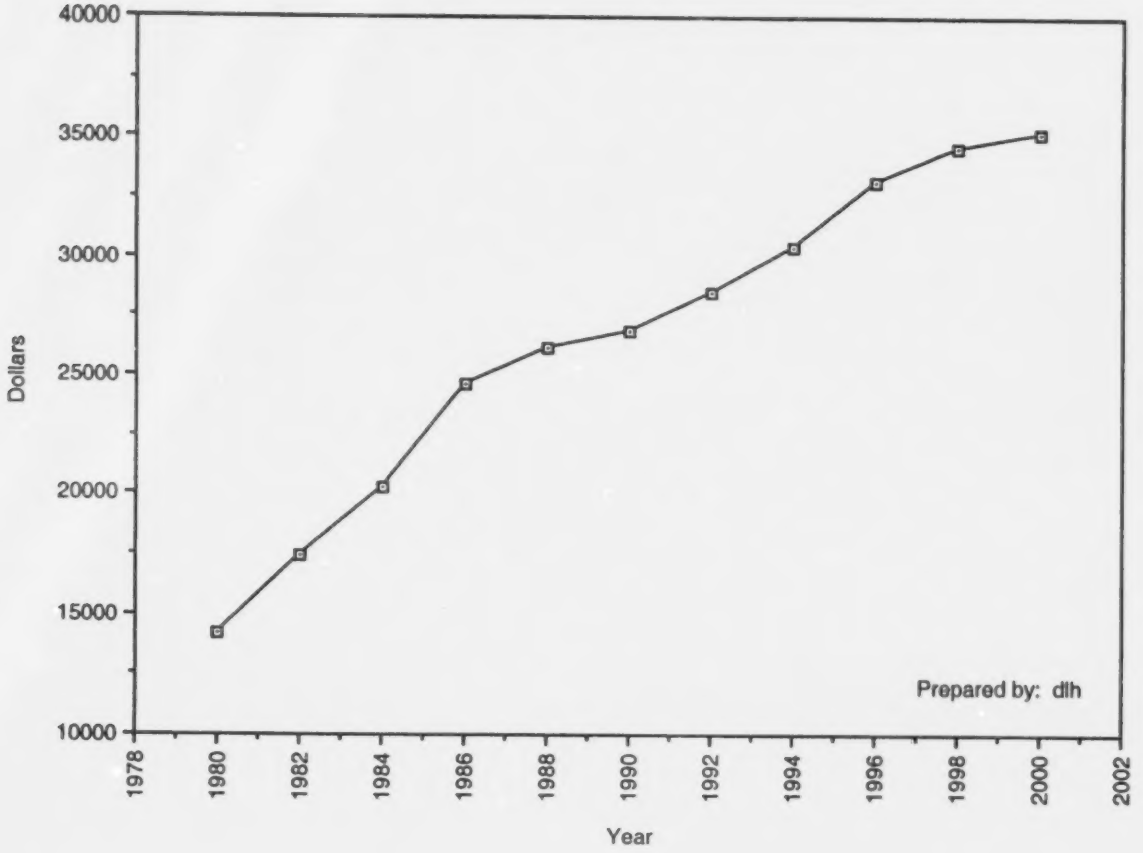


Figure 2
Average Age of Texas Teachers

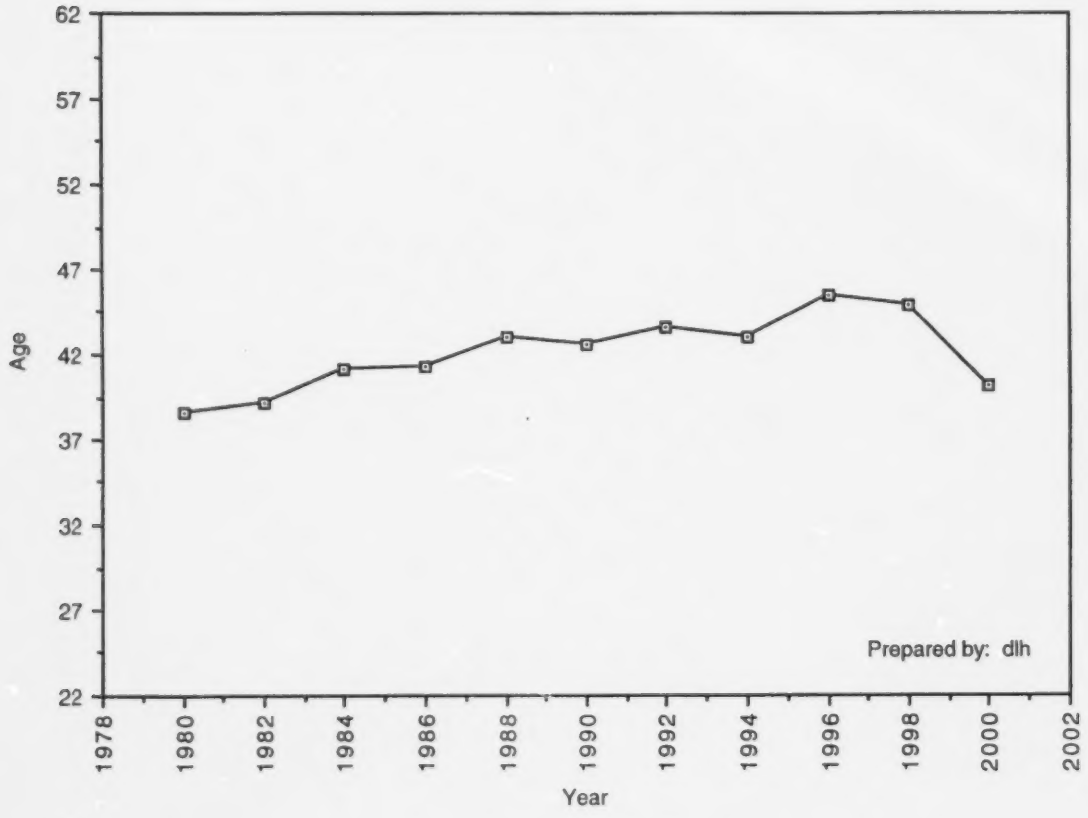


Figure 3
Percent of Texas Teachers

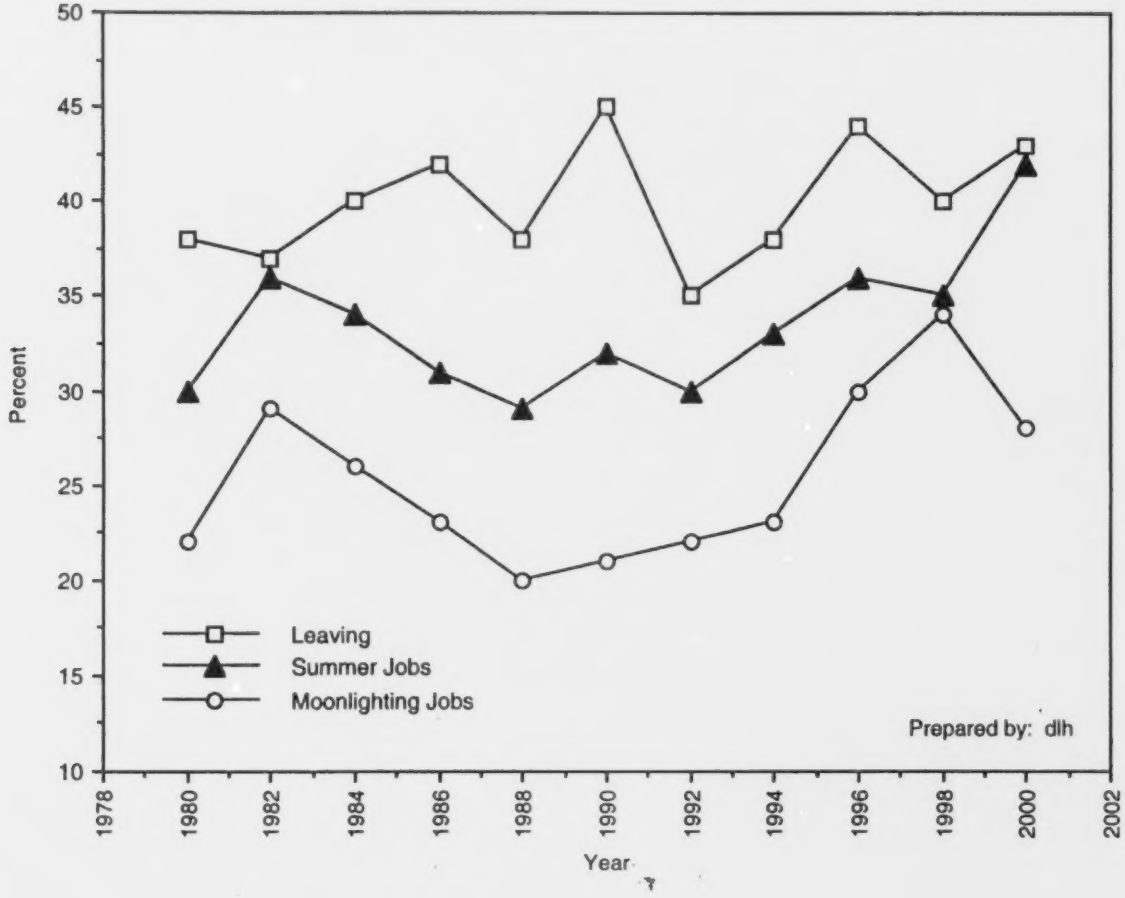
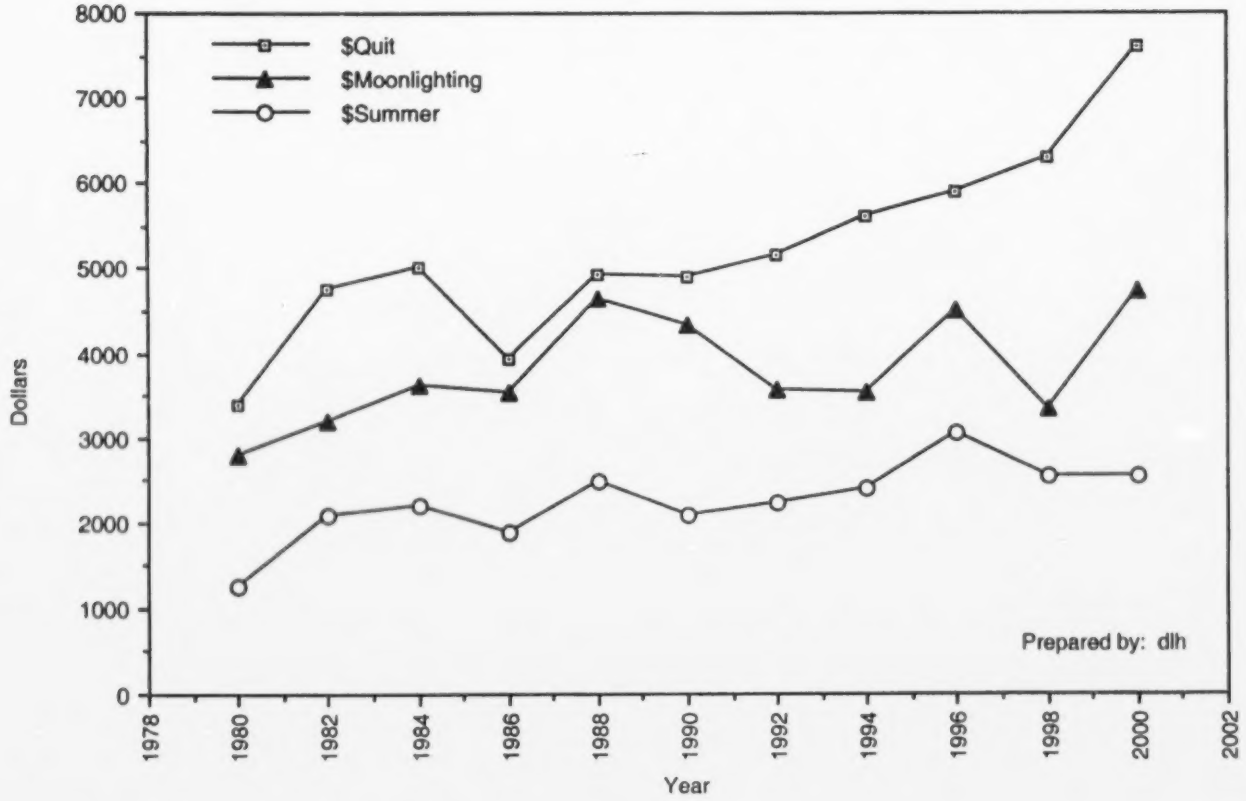


Figure 4
Dollars Earned by Texas Teachers



INTRODUCTION

This is the eleventh in a series of biannual surveys of Texas public school teachers. The study[1] began in 1980 to form a database of demographic information related to characteristics of Texas teachers. A sample of Texas teachers was selected using a computerized systematic sample from a population of 80,000 members of the Texas State Teachers Association. The 2000 survey was conducted in February when questionnaires were mailed to 710 teachers. The study had a return rate of 43% (291 of 680) with 30 wrong/bad addresses.

TEACHER SUPPLY AND DEMAND

The increased demand for teachers nationwide that began in the mid-1980's is expected to produce a demand for 220,000 new teachers a year between 1998 and 2008. The size of the teaching force is expected to increase from 3.1 million in 1998 to 3.5 million in 2008 nationwide. One third of the teaching force is 48 years or older so retirement is considerable and some attrition results from career changes. In urban districts up to one half of new teachers leave within the first five years.[2]

The demand for new teachers is expected to increase while the projected supply of new teachers is not expected to be sufficient to meet the demand. Shortages are expected in such fields as special education, foreign languages, bilingual education, mathematics, physical science, physics, and gifted/talented.

A number of strategies designed to increase the number of minorities in teaching go beyond traditional recruitment efforts to strategies aimed at increasing the pool of teacher education students. One strategy is to identify students early through "teacher cadet" programs, magnet schools, and cooperation of local school districts with an area university teacher preparation program. Some state school districts have "raided" neighboring states while other districts look outside the country for foreign teachers to fill the classrooms.

SALARIES AND MOONLIGHTING

A profile[3] of the teaching profession is provided by the U.S. Department of Education in the following table.

Table 7

National Averages for Teachers in 1997

Teacher Characteristics	Percent
Sex	--
Male	26
Female	74
Race/Ethnicity	--
White	91
Black	7
Other	2
Age	44
Years Experience	15
Highest Degree	--
Bachelor's	44
Master's	55
Doctorate	1
Average Number of Students	--
Elementary	24
Secondary	31
Average Hours per Week in All Teaching Duties	--
Elementary	47
Secondary	52

3

This table shows average salaries for positions within school districts in the United States. The data was provided by Educational Research Service.[4]

Table 8

Mean Salaries Paid in Public School 1997-98

Position	Salary
Superintendent	$101,519
Deputy Superintendent	$90,226
Area Supervisors	$60,357
Principals	---
Elementary	$64,653
High School	$74,380
Assistant Principals	---
Elementary	$53,206
High School	$60,999
Teachers	$40,133
Counselors	$46,162
Librarians	$44,310
Nurses	$34,619

Carroll[5] studied moonlighting practices of 416 elementary and secondary school teachers comparing those who moonlight with those who did not. Results showed that moonlighters tended to be younger, better educated, and less satisfied with current employment .

Ladestro[6] found that for many teachers, moonlighting was an economic necessity. Dedication to their students and a love of teaching inspired many teachers to remain in the field, but they had difficulty making ends meet.

Statistics showed that moonlighting was more prevalent within teaching than in any other profession.

Alley and Ballenger[7] concluded about 5 percent of all U.S. workers hold second jobs; 300,000 teachers, or 17 percent of America's 2 million teachers, were employed outside the school system during the school year. Moonlighting adversely affected teacher recruitment, job stress, and teacher efficacy.

MORALE

The nation's teachers were disenchanted with reform, were dissatisfied with their working conditions and feel left out of decision making, according to a nationwide poll of 21,389 elementary and secondary school teachers conducted by the Carnegie Foundation for Advancement of Teaching.[8] An exodus of young, talented but dissatisfied teachers from the nation's classrooms are becoming a catastrophe for education in the United States, a survey of former teachers said.

Autry[9] writing in a Houston Chronicle editorial said, "As the presidential campaign heats up this year, you will hear more about revamping the educational system. If we really want to reform education, let's begin the new millennium with a new idea, not an idea born out of a desire to pummel or punish, but from a desire to rethink, refashion and rebuild the educational system to provide the best education for this new century.

I propose that we redirect the finances of many programs in the U.S. Department of Education to the creation of greater status for teachers by enhancing the profession....

Let the charade end. Let's put our money where our mouths have been. Let's pay for the utopia we demand. Let's pay for the brightest minds to become teachers. Let's pay for the education of these young people. If we fail, America will become the land of two social classes: the rich and the poor".

ANALYSIS OF SURVEY

Table 1 is the questionnaire mailed to the sample of Texas teachers. Table 2 shows the results of the questionnaires for the past 20 years. The teachers' salaries were up $606 the past two years (1.8%). Both the 28% of teachers moonlighting and the 11.6 hours worked per week are indicative of the time that teachers spend outside the classroom. Moonlighting earnings were up $1380 (41%) for the past two years to an average of $4720. Discipline was listed as the number one problem in schools (57%) and paperwork was the second biggest problem (39%).

Table 3 shows that 26% of the teachers gave money as a reason for seriously considering leaving the profession. Working conditions were given by 44% of teachers. Retirement dropped from 22% to 10% as a reason. Table 4 indicates that 42% of moonlighting jobs were school related with tutoring being the most common. Service jobs were down from 21% to 17% and sales/bookkeeping jobs were up from 23% to 29%. The teacher spends 13.8 hours outside the classroom on school work, 91% believe that social promotion is a problem, and the majority of computers at home (73%) and at school (47%) are PC's with Windows.

In a more detailed analysis (see Table 5), 48% of the males had summer jobs while only 26% of the females worked in the summer; 37% of the males moonlighted versus 25% of the females. Both the male teachers and female teachers had 10.0 years of experience. The male teacher made $36,334 compared to the $34,892 for the female teacher. There was a 22% difference in the males considering leaving (60%) and the females leaving (38%). Table 6 is a list of the typical moonlighting jobs done by teachers.

SUMMARY

The average teacher in Texas is a 40 year-old female, making a $35,178 salary, married with a working spouse, has a bachelor's degree, is the family breadwinner, teaches elementary school in a urban district, has 10.0 years of experience, with 43% of her fellow teachers seriously considering leaving the profession. Forty-two percent work in the summer making $2527 and 28% moonlighting during the regular school year making $4720 while working 11.6 hours per week. The average teacher (88%) pays health insurance in the amount of $120 per month. The teacher believes that moonlighting is detrimental (78%) and would like to quit while 39% believe the quality of teaching is better than five years ago. Figures 1, 2, 3, 4 graphically show two decades of trends.

Note: The numbers indicate that for the first time, teachers on the average are 10% younger. This same 10% reduction is shown in experience and projected salary.

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Texas Teacher Comments for 2000 Survey

1. Too much paperwork and assessment.
2. More teacher workdays--not inservice days.
3. I would like to see staff development used more effectively. For the most part, they are a waste of time! I would like to have time in my school building to meet with my fellow teachers. We could look through materials, come up with new ideas, plan for the following six weeks, etc. I have a lot of great materials but no time to develop and adapt them to my students, so I tend to fall back on the same ideas year after year.
4. Somehow my planning time is taken up with meetings or extra time for students to come in and work. Teaching time gets cut because of programs, district required tests and fire drills.
5. We have two conferences, but many times, an administrator or parent takes them both and sometimes when the school is short on subs, we will be asked to take the class.
6. Our conference/prep period is being consumed by a growing paper trail of trivial, non-academic expectations. I need a prep period to "prep."
7. I wish they could just remove some paperwork that are not really needed.
8. Teaching is the best and hardest job I have had. My salary for teaching is but a bonus.
9. We teach 6 out of 7 periods per day--reducing to 4 or 5 would allow much more preparation time.
10. We are required to spend 1/2 of our first period conference each week in a level meeting. This meeting almost always runs for the entire period.
11. Less departmental meetings.
12. I arrive at my school one hour early each day in order to prepare for the day. Every six weeks I spend my week-end preparing report cards. Extra help could be given to teachers to complete tasks or compensate teachers for their extra time.
13. Need more planning time.
14. Less pressure to get required paperwork in by deadline; less interruptions during class time; less pressure to join committees and sponsor school clubs.
15. Although we have a planning period each day, the administration makes us have training for 1/2 the planning period. As a special education teacher I have 45 ARD's (meetings to discuss IEP's) during the school year.
16. Less students.
17. I wish we had more prep time.
18. Students have a better choice of class scheduling, but the discipline has gotten worse. If I were is a regular class setting, it would it would be hard in preparation. P.E. doesn't take that much preparation. I work too many hours to have an extra a job, but I would like to.
20. Too many committees to work for (textbook adoption, campus improvement, TAAS tutoring, PTA, fund raising for field trips, science fair, art fair, etc.)--some paperwork could be done by a paraprofessional employees. Innovative methods require attention to different learning styles--meeting individual needs requires attention to preparation/evaluation of student progress.
21. I am a better teacher every year, but the environment I teach in has deteriorated.
22. Less students, additional prep time, additional planning time, more teachers who train teachers on the use of current and new material. Mandatory parent teacher conference days for parent and teachers.
23. I am a homebound teacher; if I had three fewer students, I would be able to plan lessons in advance.

24. More teachers to provide a longer planning period. I want no more lunch duty! Lunch duty is ridiculous! Recess attendants.
25. I want no duties during lunch and before and after school.
26. Many students that are "repeat offenders" continuously get called down to the office, feel it is a joke. They are not held accountable for their behavior to a degree that I believe is appropriate.
27. Elementary teachers need more than 2 paid days to prepare for the beginning of the school year.
28. Teachers need to be compensated for planning and curriculum development.
29. The increase of paperwork (forms, etc.) that do not have a direct impact on my students.
30. We are a profession but treated like second class employees of the state. State employees have far better retirement plans, insurance, and salaries.
31. When are we going to acknowledge that it's not the money, it's the working conditions? I want to teach, but I do not want to be a public school teacher any more under the conditions, sigh...
32. Fewer meetings. Fewer district initiatives (by the time we are trained and become proficient, the district changes directions again). Less paperwork.
33. My problem with school teaching is mounds of paperwork. It is a waste of time; takes away from teaching time. I feel paperwork is just a way to maintain more administrative employees for local, state level jobs; curriculum writing, district surveys, committee meetings, etc. etc. etc.
34. Incompetent administrators allow small problems to escalate.
35. Have a full conference period rather than spending it doing some duty or covering for a teacher because they could not get a substitute.
36. The classroom teacher, especially elementary teachers find themselves going to meetings constantly. I average about 4 meetings per week during my planning period plus after school meetings that last a minimum of an hour. When does one plan?